



HF 498 – Span of Control (LSB 2163HV)

Analyst: David Reynolds (Phone: 515-281-6934) (dave.reynolds@legis.state.ia.us)

Fiscal Note Version – New

Description

House File 498 repeals the requirement that the Department of Administrative Services (DAS) implement a policy to establish a span of control ratio for Executive Branch departments of 1:14 (supervisors to employees) in FY 2011 and 1:15 in FY 2012. The Bill also repeals a provision that requires the DAS to evaluate the State's job classifications to ensure the existence of technical skill-based career paths for employees and provide incentives for employees to broaden their knowledge and skill base.

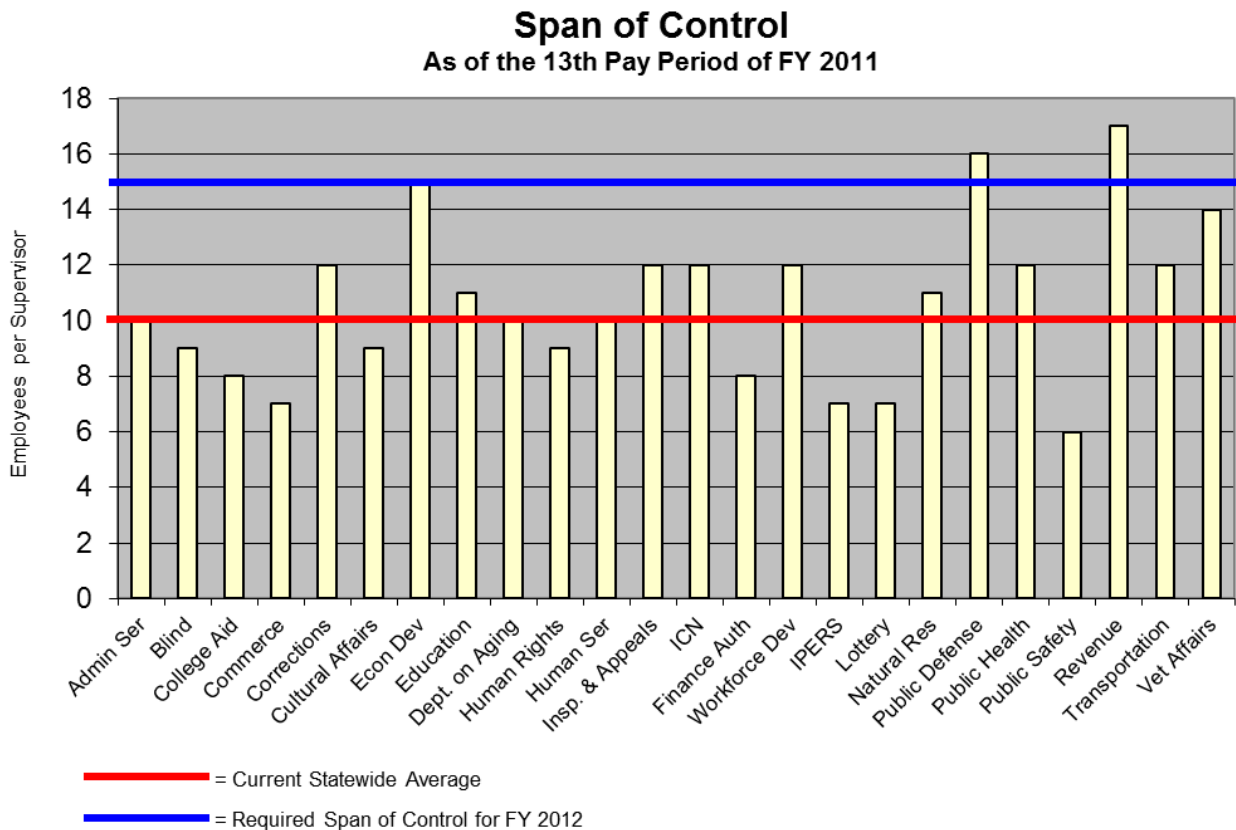
Background

The provisions being repealed were enacted during the 2009 and 2010 legislative sessions. **Senate File 478** (FY 2010 Standing Appropriations Act) enacted in 2009, required a span of control ratio of 1:14 to be fully implemented by July 1, 2011. This provision exempted the Board of Regents, the Department of Human Services (DHS), and community-based corrections departments from the new requirements. In addition, agencies with appropriation units of 28 or fewer FTE positions could apply for an exception to the policy through the Executive Council. The span of control requirements did not apply to agencies under the direction of elected officials, the Judicial Branch, or the Legislative Branch.

During the 2010 Legislative Session, **SF 2088** (Government Reorganization Act) amended the span of control requirements in the following ways:

- Maintained the 1:14 span of control ratio for FY 2011, but removed the exemption for DHS and community-based corrections departments.
- Increased the span of control requirement to 1:15 beginning in FY 2012.
- Prohibited an agency, with the exception of the Department of Public Safety, from granting a supervisory employee the right to bump or replace a junior employee.
- Provided an exception if a federal requirement mandates a span of control ratio that differs from the State requirement.
- Beginning in FY 2012, a five-person "Span of Control Review Board" is established that allows agencies to request a waiver from the span of control requirements if certain conditions are met.
- Requires the Board of Regents to develop and maintain a span of control ratio of 1:15 at each institution, but exempts employees involved in direct patient care, faculty, and employees in areas of the institutions that must maintain different span of control ratios due to federal or State regulations.

The span of control provisions, enacted in 2009 and 2010, have not yet been implemented by the Executive Branch. The current span of control ratio across all State agencies (excluding exempt agencies and those eligible for waivers in FY 2011) is 1:10. The following chart shows the span of control for individual departments.



NOTE: The data does not include agencies that are exempt from the span of control requirements. These include: Board of Regents, Elected Officials, Legislative Branch, and Judicial Branch. The data also does not include agencies with 28 or fewer employees.

Fiscal Impact

[House File 498](#) will not have a fiscal impact on the State as the span of control requirements enacted in 2009 and 2010 have not been implemented and [HF 498](#) repeals the provisions effective on enactment.

Sources

Legislative Services Agency, Fiscal Services Division
 Department of Management
 Department of Public Safety
 Department of Human Services
 Department of Corrections
 Department of Natural Resources

/s/ Holly M. Lyons

March 10, 2011

The fiscal note for this bill was prepared pursuant to [Joint Rule 17](#) and the correctional and minority impact statements were prepared pursuant to Code [Section 2.56](#). Data used in developing this fiscal note is available from the Fiscal Services Division of the Legislative Services Agency upon request.